

**MICHIGAN DEPARTMENT OF CIVIL SERVICE
JOB SPECIFICATION**

PHYSICIAN MANAGER

JOB DESCRIPTION

Employees in this job are physicians, with responsibility for managing other physicians; medical care personnel, and/or other professional staff. The employee works within general methods and guidelines, and exercises considerable independent judgment in the planning, developing, implementing, and administering of health care programs. The work requires knowledge of the policies, procedures, and regulations of various medical services and knowledge of supervisory techniques and personnel policies and procedures.

There are four classifications in this job. The application of the Professional Managerial Position Evaluation System determines the classification level.

Position Code Title – Physician Manager-1

Physician Manager 19

The employee functions as a first-line professional manager of a professional position in a standard work area or a first-line professional manager of nonprofessional positions in a standard work area.

Position Code Title – Physician Manager-2

Physician Manager 20

The employee functions as a first-line professional manager of professional positions in a standard work area, a first-line professional manager of a professional position in a complex work area, a first-line professional manager of nonprofessional positions in a complex work area, a first-line manager of a professional position in a standard work area receiving executive direction, or a first-line professional manager of nonprofessional positions in a standard work area receiving executive direction.

Position Code Title – Physician Manager-3

Physician Manager 21

The employee functions as a first-line professional manager of professional positions in a complex work area, as a first-line professional manager of professional positions in a standard work area receiving executive direction, a second-line professional manager of professional positions in a standard work area, a first-line manager of a professional position in a complex work area receiving executive direction, or a first-line professional manager of nonprofessional positions in a complex work area receiving executive direction.

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Position Code Title – Physician Manager-4

Physician Manager 22

The employee functions as a first-line professional manager of professional positions in a complex work area receiving executive direction, a second-line professional manager of professional positions in a complex work area, a second-line manager of professional positions in a standard work area receiving executive direction, or a third-line professional manager of professional positions in a standard work area.

JOB DUTIES

NOTE: The job duties listed are typical examples of the work performed by positions in this job classification. Not all duties assigned to every position are included, nor is it expected that all positions will be assigned every duty.

Selects and assigns staff, ensuring equal employment opportunity in hiring and promotion.

Coordinates activities by scheduling work assignments, setting priorities, and directing the work of subordinate employees.

Evaluates and verifies employee performance through the review of completed work assignments and work techniques.

Identifies staff development and training needs and ensures that training is obtained.

Ensures proper labor relations and conditions of employment are maintained.

Maintains records, prepares reports, and composes correspondence relative to the work.

Monitors, directs, and participates in the work unit's practices, as performed by subordinate employees.

Reviews and interprets goals and objectives of the work area in order to resolve problems, make recommendations for changes in instructions and/or guidelines, and assure the adequacy of work products.

Serves as a working supervisor of a total medical care program or division.

Supervises the medical services provided for residents in the medical care program such as medicine, nursing, paramedical support services and medical consultations.

Examines patients using all types of medical knowledge, equipment, instruments, and tests following standard medical procedures.

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Prepares and supervises the preparation by staff of resident care histories.

Performs physical examinations, medical consultations, and professional medical services for program/division residents.

Participates in the development of new policies involving clinical methods and practices.

Provides consultation and technical assistance to staff members in program related areas.

Studies and analyzes legislation, statutes, and regulations that affect the medical components of the plans and policies of the program.

Meets with department heads to discuss programs, problems, and solutions related to residents, staff, equipment, and coordination of support.

Directs specialized evaluative and treatment services such as X-ray, clinical laboratory, physical therapy, audio-visual, dental, and pharmacy services

Serves on an interdisciplinary team to provide medical input.

Develops effective working relationships with professional groups in the community being served by the facility.

Approves requests for purchase of necessary drugs, medical supplies, laboratory equipment, and medical support equipment.

Represents the department in dealings with the executive and legislative branches of state government, federal, local health agencies, and professional voluntary health organizations.

Develops procedures for meeting the requirements of program responsibilities; formulates and maintains standards for quality of services; evaluates the scope, availability, accessibility, and acceptability of services.

Performs related work appropriate to the classification as assigned.

JOB QUALIFICATIONS

Knowledge, Skills, and Abilities

NOTE: Considerable knowledge is required at 19 level, thorough knowledge is required at 20-21 levels, and extensive knowledge is required at 22 level.

Knowledge of the Department of Civil Service commission rules and procedures and merit system practices.

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Knowledge of labor relations.

Knowledge of training and supervisory techniques.

Knowledge of employment policies and practices.

Knowledge of equal employment opportunity and affirmative action policies and practices.

Knowledge of federal, state, and departmental laws, rules, practices, methods, and procedures related to the work.

Knowledge of the current developments in the field of medicine.

Knowledge of administrative methods and procedures.

Knowledge of the organization and administration of state and local health agencies.

Knowledge of the biological and epidemiological aspects of the developmentally disabled.

Knowledge of principles and practices of public health medicine.

Knowledge of the programs of professional and voluntary health organizations.

Ability to assume responsibility for a treatment program in a state facility.

Ability to direct professional and non-professional medical, nursing, and support staff in the delivery of medical program care.

Ability to obtain medical histories, perform physical examinations, and formulate diagnoses and clinical management plans.

Ability to coordinate residential treatment programs.

Ability to maintain a favorable working relationship with a variety of professional and voluntary groups.

Working Conditions

None.

Physical Requirements

None.

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Education

Possession of a medical degree from an accredited school of medicine.

Experience

Physician Manager 19

Three years of experience in the practice of medicine or osteopathic medicine and surgery.

Physician Manager 20

Four years of experience in the practice of medicine or osteopathic medicine and surgery.

Physician Manager 21

Five years of experience in the practice of medicine or osteopathic medicine and surgery, two years of which shall be equivalent to the supervisor of a medical program.

Physician Manager 22

Six years of experience in the practice of medicine or osteopathic medicine and surgery, three years of which shall have been equivalent to the supervisor of a medical program.

Special Requirements, Licenses, and Certifications

Possession of a license to practice medicine or osteopathic medicine and surgery in Michigan.

Certain positions may require that only individuals with specific education and experience qualifications may be appointed.

Some positions may require possession of board certification in a specialty area.

NOTE: Equivalent combinations of education and experience that provide the required knowledge, skills, and abilities will be evaluated on an individual basis.

JOB CODE, POSITION TITLES AND CODES, AND COMPENSATION INFORMATION

Job Code

PHYSCNMGR

Job Code Description

Physician Manager

Position Title

Physician Manager-1

Physician Manager-2

Physician Manager-3

Physician Manager-4

Position Code

PHYSMGR1

PHYSMGR2

PHYSMGR3

PHYSMGR4

Pay Schedule

NERE-208

NERE-210

NERE-212

NERE-213

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ECP Group 3
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